

A+ Funds

Pembroke Pines FSU Charter Elementary
School

2016-2017 School year

A+ Committee

- FSU Campus
 - Instructional Chairs– Laura Coleman and Grace Perez
 - Non-Instructional Chair – Lynn Busk
 - Members--Haley Barrocas, Karen DeSimone
- Advisory Board Member
 - Aner Gonzalez

Timeline of Events

- The A+ Committee developed a survey to determine the guidelines for distribution of funds.
- The survey was open to the faculty and staff from June 7, 2017-June 8, 2017. The results of the survey were used to develop the guidelines for future voting.
- The A+ Committee met to evaluate the results of the survey on June 9, 2017 to determine who was eligible to vote and receive funds.
- Due to Hurricane Irma and conflicting school events, the A+ Committee meeting had to be rescheduled on several occasions.
- The committee met on November 9, 2016, to determine how to accept A+ Plans and the procedures and dates for voting.

Timeline of Events

- October 25-26: The Committee accepted A+ Plans by any staff member eligible to vote (in addition to the plans that were used last year). No plans were submitted.
- November 16: the ballot was open for voting for the first of 2 days from 8:30-3:30.
- November 17: due to extenuating circumstances, the voting had to be suspended at 11:51 am. (The A+ Committee decided to extend voting to Monday, November 20th to ensure a second full day of voting.)
- November 21: the A+ Committee met to count the ballots. The committee determined that Option 4 received 55% of the votes. An email was sent out to the staff to notify them of the results.
- Staff and teachers were required to initial a form after voting. All votes were placed in a locked box.

Results of June Survey

- 1. The amount received by all staff members should be based on time served (full or part-time).
- 2. A staff member who worked a portion of the year is entitled to receive A+ bonus prorated according to time worked.
- 3. Interim subs are entitled to receive the A+ bonus funds based on time worked.
- 4. Outside contractual service employees (such as Chartwells; Calvin, Giordano & Associates; and Safeguard) are not allowed to vote for the A+ plan.
- 5. The School Resource Officer who works directly on our campus will receive a portion of the A+ bonus funds in accordance with non-instructional staff.
- 6. The Building Supervisor who works directly on our campus on a daily basis will receive a portion of the A+ bonus funds in accordance with non-instructional staff.
- 7. IT Personnel who work directly on our campus on a daily basis will receive a portion of the A+ bonus funds in accordance with non-instructional staff.
- 8. Outside contractual service employees (such as Chartwells; Calvin, Giordano & Associates; and Safeguard) will not receive a portion of the A+ bonus funds.
- 9. No portion of the funds will be given to the school.
- 10. The A+ Committee will accept and consider valid plans (using percentages only) submitted by any personnel eligible to vote for the A+ bonus funds distribution.

Meeting Notes from November 9

The Committee will be accepting/reviewing plans submitted by any staff member eligible to vote. Since this process is intended to be anonymous, the committee discussed the following procedure:

- 1. Staff member will place proposed plan for funds distribution in a seal envelope with a unique "code" of their choice on it. (They decide on their code and write in on the envelope. It will be up to them to remember it.)
- 2. The 2 days for collecting these are Oct. 25 & 26. The envelopes will be placed in the lock box by the staff member (A record does not need to be kept for who submitted a plan.)
- 3. On a chosen day the committee will meet to review the plans. Valid plans will be placed on the ballot. Invalid plans will be placed back into the envelope and sealed, and given back to you. After the official ballot is sent to staff, any invalid proposed plans not on the ballot can be collected by the staff member from you using their "code" to identify it within 5 school days. After 5 school days uncollected envelopes can be shredded.
- Voting on plans:
- Proposed dates are: Monday, 11/6 and Tuesday, 11/7. (This is contingent on Mr. Gonzalez's availability on Tuesday afternoon, 11/7, to count ballots.)
- Please let me know if the dates (10/25, 10/26, 11/6 and 11/7) would be good dates for you.

On November 15, an email was sent to the faculty and staff reviewing the process and guidelines and listing the options for voting.

Ballot

Option 1 100% Full-Time Instructional and Full-Time Non-Instructional* (Example: \$1,000)
(Part-Time Instructional and interim substitutes will be pro-rated based on time worked.)
50% Part-Time Non-Instructional (Example: \$500)

Option 3 100% Full-Time Instructional* (Example: \$1,000)
(Part-time Instructional and interim substitutes will be pro-rated based on time worked.)
80% Full-Time Non-Instructional (Example: \$800)
40% Part-Time Non-Instructional (Example: \$400)

Option 4 100% Full-Time Instructional* (Example: \$1,000)
(Part-time Instructional and interim substitutes will be pro-rated based on time worked.)
70% Full-Time Non-Instructional (Example: \$700)
35% Part-Time Non-Instructional (Example: \$350)

Option 5 None of the above.

Results of the Ballot

- The 55% voted for Option 4:
- 100% Full-Time Instructional
- 70% Full-Time Non-Instructional
- 35% Part-Time Non-Instructional

Distribution of Funds

- While we have been notified the official school grade for the 2016-2017 school year is an A, the specific dollar amount have not been released by the State of Florida.
- When that is given, funds will be distributed according to the percentages on the ballot results.

Thank you

- First, we would like to thank the dedicated staff, administration, students, and parents for helping us achieve yet another A+ grade!
- We would also like to thank Aner Gonzlez, the advisory board member who joined our A+ Committee, for his time and guidance.